

BILL NO. S-97-08- 24 (amended)

SPECIAL ORDINANCE NO. S- 86-97

**AN ORDINANCE fixing the salaries of
all members of the Division of Public Safety
of the City of Fort Wayne, Indiana
for the year 1998.**

WHEREAS, the Mayor and the Common Council of the City of Fort Wayne, Indiana have, according to the powers outlined in IC 36-8-3-3-(d), assigned to all members of the Police and Fire Departments of the City of Fort Wayne a Job Category under the City Classification System established by Bill No. R-96-09-04 Resolution No. 52-96 as subsequently modified and improved, which categories should accurately reflect the duties and responsibilities of said employees, and

WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each job category in a systematic way, and

WHEREAS, the Common Council must assure that salaries reflect the duties and responsibilities assigned to each employee, and to be certain that such salaries are fair and equitable, and

WHEREAS, the funds of such salaries are to be provided by the 1998 City Budget operating funds and other sources as may be specified by the Common Council.

**NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF
THE CITY OF FORT WAYNE, INDIANA:**

SECTION 1. That all members of the Police and Fire Departments of the City of Fort Wayne, shall be classified by the letters, job titles and job categories herein designated, and that no changes be made in any job category without the specific approval of the Common Council except for those brought about by collective bargaining with authorized representatives of City employees in accordance with the existing collective bargaining agreements.

SECTION 2. That the following grid of salaries is fixed and authorized

as the grid for approved job categories. It shall be the City's policy that no employee shall be paid below their job category and it will not be exceeded, except for approved shift differentials, approved longevity pay, approved overtime pay, approved technical skill pay, approved educational bonus, approved clothing allowance.

SEE EXHIBIT "A" ATTACHED HERETO AND MADE A

PART HEREOF IN ITS ENTIRETY

The grid, as reflected on Exhibit "A" is an attempt to maintain an orderly, consistent and competitive pay policy that includes a "bonus" program for superior performance and a "Grid System" that represents the actual market range for the Non-Union positions within City Government and its Utilities. Actual adjustments in salaries within amounts fixed herein by Council will result from 1) any general increase to the Grid shall only occur should the actual market range for a category increases considerably, and/or 2) Progression to a level specified in an approved collective bargaining agreement between the City of Fort Wayne and a recognized bargaining unit.

A. That the following fringe benefits are hereby approved for the year **1998** for the employees in the Fire Command:

FIRE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

- Hazardous Duty/Technical Pay \$ 750/yr

- Educational Bonus 250/yr

(Associate Degree or higher - Fire Science Technology)

- Clothing Allowance \$1,500/yr

- That all Fire Command shall have the same longevity, disability, survivors benefits, retirement health insurance benefits, sick leave, personal leave, holiday leave, bereavement pay and vacation leave rights as provided to members of the Fire Department covered by a

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collective bargaining agreement.

B. That the following fringe benefits are hereby approved for the year **1998** for the employees in the Police Command:

POLICE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

- Educational Bonus

- Associate's Degree	\$ 450/yr
- Bachelor's Degree	900/yr
- Master's Degree	1,350/yr
- Clothing Allowance	1,500/yr

C. That all Police Command shall be eligible for any additional benefits afforded the Fraternal Order of Police.

SECTION 3. The following is a true and complete listing of all members of the Police and Fire Departments of the City of Fort Wayne salaried non-bargaining unit positions by Letter, Job Title, and Job Category. It does not include those positions which are specified as part of a bargaining unit having a written economic agreement with the City negotiated by the City Attorney and approved by Common Council.

<u>LETTER</u>	<u>JOB CATEGORY</u>	<u>JOB TITLE/POSITION</u>
	<u>POLICE CIVILIANS</u>	
J	Director	Director, Victim's Asst.
I	Manager	Records Bureau Manager/ Civilian
D	Para-Professional	Civilian Coordinator/Crime Stoppers
I	Manager	Director of Police Athletic League (PAL)
I	Manager	Director of Citizen's Contact Office
F	Technician	Crime Lab Technician

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H	Supervisor	Records Bureau Supervisor/Civilian
F	Technician	Supervisor of Prop. Room Operations
D	Para-Professional	Drug House Ordinance Coordinator
E	Professional	Sr. Victim's Advocate
C	Administrative Assistant	Administrative Assistant
F	Technician	Sr. Crime Analyst
F	Technician	Lab Technician
E	Professional <i>elite</i>	Citizen's Contact Office Specialist
F	Technician	Records Bureau Technician
D	Para-Professional	Civilian Property/Evidence Specialist
F	Technician	Detective Bureau Desk Person
A	Clerical/Executive Secretary	Executive Secretary IX
A	Clerical/Executive Secretary	Executive Secretary VIII
D	Para-Professional	Crime Analyst

POLICE COMMAND

J	Director	Chief of Police
J	Director	Assistant Chief of Police
J	Director	Deputy Chief
H	Supervisor	Captain

FIRE CIVILIANS

C	Administrative Assistant	Administrative Assistant
I	Manager	Building Maintenance Supervisor
A	Clerical/Executive Secretary	Executive Secretary VIII
C	Administrative Assistant <i>elite</i>	Administrative Assistant/Secretary

FIRE COMMAND

J	Director	Fire Chief
J	Director	Assistant Chief

PART-TIME/SEASONAL/TEMPORARY POSITIONS

POLICE DEPARTMENT

L	Part - Time/Seasonal	Victim's Advocate
L	Part - Time/Seasonal	Victim Assistance Intern
L	Part - Time/Seasonal	Intern/Temporary
L	Part - Time/Seasonal	Community Service Officer/College Incentive Program
L	Part - Time/Seasonal	Community Service Officer/Retired Officer Program
L	Part - Time/Seasonal	Civilian Property Manager (Part -Time)
L	Part - Time/Seasonal	Adult Guards

FIRE DEPARTMENT

L	Part - Time/Seasonal	Survive Alive Teaching Assistant (Part - Time)
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SECTION 4. Police and Fire employees, as indicated herein, participate in Collective Bargaining with the City for economic conditions. Pursuant to State Statute such economic conditions must be approved by the Common Council. Such economic conditions include, but are not limited to, base pay and monetary fringe benefits. These matters will be negotiated by and between the City and the appropriate bargaining unit for the year **1998**. Upon conclusion of such negotiations, the appropriate Ordinances shall be submitted to the Common Council for approval.

Employees covered by recognized bargaining unit representatives (Unions) will receive a salary established by the Collective Bargaining process as long as this pay does not exceed the table of maximum salaries authorized in Section 2, above.

SECTION 5. In addition to the compensation for positions listed herein, the City shall contribute 3% of employees' salary to the Public Employees Retirement Fund (PERF) except for those positions which are commonly referred to as Police and Fire Command.

SECTION 6. From and after the first day of January 1998, all members of the Police and Fire Departments of the City of Fort Wayne will be paid according to this, the above and following provisions of this ordinance, subject to budgetary limitations, collective bargaining agreements, future changes or amendments enacted by Common Council.

SECTION 7. That civilian employees in the Police and Fire Departments subject to this Ordinance will conform to the Official City Human Resources Policies and Procedures relating to hiring, pay, and other related practices, approved by the Mayor and administered by the City's Human Resources Department.

SECTION 8. If any section, clause, sentence, paragraph or part or provisions of this Ordinance be found invalid or void by a court of competent jurisdiction, it shall be conclusively presumed that this Ordinance would have passed by the Common Council without such invalid section, clauses, paragraph, part or provisions, and the remaining parts of the Ordinance will remain in effect.

SECTION 9. The Municipal Code of the City of Fort Wayne references, in codification form, salary ordinances previously adopted by the City Council for past years. Such salary ordinances have a duration of one year and thus, with the exception of the 1992 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 1998, any conflict between the terms and conditions hereof and

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any previous ordinance shall be resolved in favor of this ordinance.

SECTION 10. Two copies of all attachments and Exhibit referred to in this Ordinance shall be kept on file with the City Clerk of Fort Wayne for the purpose of public inspection.

SECTION 11. This Ordinance shall be in full force and effect from and after its passage and approval by the Mayor.


Council Member

APPROVED AS TO FORM
AND LEGALITY


J. Timothy McCauley, City Attorney

Please note Please see attached amendment

AMENDMENT TO BILL NO. S-97-08-24 (AS AMENDED)

DELETE:

POLICE CIVILIAN

E	PROFESSIONAL	CITIZEN'S CONTACT OFFICE SPECIALIST
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FIRE CIVILIAN

C	ADMINISTRATIVE ASSISTANT	ADMINISTRATIVE ASSISTANT/ SECRETARY
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Exhibit A

EFFECLIVE DATE 01/01/2010

Class	Job Category	L	MIN. 1	2	3	4	5	MID. 6	7	8	9	10	11	MAX. 12
A	Clerical/Executive Secretary	1	18,180	18,544	18,914	19,293	19,679	20,072	20,474	20,883	21,301	21,727	22,161	22,605
		2	23,057	23,518	23,988	24,468	24,957	25,456	25,966	26,485	27,015	27,555	28,106	28,668
		3	29,241	29,826	30,423	31,031	31,652	32,285	32,931	33,589	34,261	34,946	35,645	36,358
B	Accountant/ Bookkeeper	1	19,634	20,027	20,427	20,836	21,252	21,678	22,111	22,553	23,004	23,464	23,934	24,412
		2	24,901	25,399	25,907	26,425	26,953	27,492	28,042	28,603	29,175	29,759	30,354	30,961
		3	31,580	32,212	32,856	33,513	34,183	34,867	35,564	36,276	37,001	37,741	38,496	39,266
C	Administrative Assistant	1	21,205	21,629	22,062	22,503	22,953	23,412	23,880	24,358	24,845	25,342	25,849	26,366
		2	26,893	27,431	27,980	28,539	29,110	29,692	30,286	30,892	31,510	32,140	32,782	33,438
		3	34,107	34,789	35,485	36,195	36,918	37,657	38,410	39,178	39,962	40,761	41,576	42,408
D	Para-Professional	1	22,902	23,360	23,827	24,304	24,790	25,286	25,791	26,307	26,833	27,370	27,917	28,476
		2	29,045	29,626	30,219	30,823	31,440	32,068	32,710	33,364	34,031	34,712	35,406	36,114
		3	36,836	37,573	38,325	39,091	39,873	40,670	41,484	42,313	43,160	44,023	44,903	45,801
E	Professional	1	24,734	25,229	25,733	26,248	26,773	27,308	27,855	28,412	28,980	29,559	30,151	30,754
		2	31,369	31,996	32,636	33,289	33,954	34,634	35,326	36,033	36,753	37,488	38,238	39,003
		3	39,783	40,579	41,390	42,218	43,062	43,924	44,802	45,698	46,612	47,544	48,495	49,465
F	Technician	1	26,712	27,246	27,791	28,347	28,914	29,492	30,082	30,684	31,297	31,923	32,562	33,213
		2	33,877	34,555	35,246	35,951	36,670	37,403	38,151	38,914	39,693	40,486	41,296	42,122
		3	42,965	43,824	44,700	45,594	46,506	47,436	48,385	49,353	50,340	51,347	52,374	53,421
G	Planner	1	28,849	29,426	30,014	30,615	31,227	31,852	32,489	33,138	33,801	34,477	35,167	35,870
		2	36,588	37,319	38,066	38,827	39,603	40,396	41,203	42,028	42,868	43,725	44,600	45,492
		3	46,402	47,330	48,276	49,242	50,227	51,231	52,256	53,301	54,367	55,454	56,564	57,695
H	Supervisor	1	31,157	31,780	32,416	33,064	33,725	34,400	35,088	35,790	36,505	37,235	37,980	38,740
		2	39,515	40,305	41,111	41,933	42,772	43,627	44,500	45,390	46,298	47,224	48,168	49,131
		3	50,114	51,116	52,139	53,181	54,245	55,330	56,437	57,565	58,717	59,891	61,089	62,311
I	Manager	1	33,650	34,323	35,009	35,710	36,424	37,152	37,895	38,653	39,426	40,215	41,019	41,840
		2	42,676	43,530	44,400	45,288	46,194	47,118	48,060	49,022	50,002	51,002	52,022	53,063
		3	54,124	55,206	56,311	57,437	58,585	59,757	60,952	62,171	63,415	64,683	65,977	67,296
J	Director	1	36,342	37,069	37,810	38,566	39,338	40,125	40,927	41,746	42,580	43,432	44,301	45,187
		2	46,090	47,012	47,952	48,912	49,890	50,888	51,905	52,943	54,002	55,082	56,184	57,308
		3	58,454	59,623	60,815	62,032	63,272	64,538	65,829	67,145	68,488	69,858	71,255	72,680
K	Executive	1	39,249	40,034	40,835	41,651	42,484	43,334	44,201	45,085	45,986	46,906	47,844	48,801
		2	49,777	50,773	51,788	52,824	53,880	54,958	56,057	57,178	58,322	59,488	60,678	61,892
		3	63,130	64,392	65,680	66,994	68,333	69,700	71,094	72,516	73,966	75,446	76,955	78,494
L	Part-time/Seasonal Temporary		5.15	6.48	7.20	7.92	8.64	9.36	10.08	11.50	12.92	14.40	15.12	15.84
			7.01	7.89	8.76	9.64	10.52	11.39	12.27	14.01	15.77	17.53	18.40	19.28
			8.26	9.29	10.33	11.36	12.39	13.43	15.49	17.56	19.93	20.66	21.69	22.72
V	Seasonal/Temporary		\$6.00	6.75	7.5	8.25	9	9.75	10.5	11.25	12	12.75		
			\$6.25	7	7.75	8.5	9.25	10	10.75	11.5	12.25	13		
			6.5	7.25	8	8.75	9.5	10.25	11	11.75	12.5			

Read the first time in full and on motion by Delmuth,
and duly adopted, read the second time by title and referred to the Committee on Finance, (and the City Plan Commission for recommendation)
and Public Hearing to be held after due legal notice, at the Common Council Conference
Room 128, City-County Building, Fort Wayne, Indiana, on
the _____ day of _____, 19____, at
o'clock _____ M., E.S.T.

DATED: 8-12-97

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Schmidt,
and duly adopted, placed on its passage. PASSED
by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT
TOTAL VOTES	<u>8</u>		<u>1</u>	
BENDER	<u>✓</u>		<u>✓</u>	
CRAWFORD	<u>✓</u>			
EDMONDS	<u>✓</u>			
HALL	<u>✓</u>			
HAYHURST	<u>✓</u>			
HENRY	<u>✓</u>			
LUNSEY	<u>✓</u>			
RAVINE	<u>✓</u>			
SCHMIDT	<u>✓</u>			

DATED: 9-18-97

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana,
as (~~ANNEXATION~~) (~~APPROPRIATION~~) (~~GENERAL~~) (SPECIAL)

(~~ZONING~~) ORDINANCE RESOLUTION NO. 2-86-97
on the 18th day of September, 19 97

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

SEAL

Thomas P. Helmke
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the
22nd day of September, 19 97,
at the hour of 4:30 o'clock, P. M., E.S.T.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 29th day
of September, 19 97, at the hour of 3:30
o'clock P. M., E.S.T.

PAUL HELMKE
PAUL HELMKE, MAYOR

Memo

To: The Members of the Common Council
From: Payne D. Brown, Director of Human Resources/Public Safety
Date: July 31, 1997
Re: 1998 Public Safety Salary Ordinance

Enclosed is a copy of the 1998 Public Safety Salary Ordinance for your review. The following are the new positions that were added by department.

Police Department: Police Civilians

- Director of Citizen's Contact Office

Fire Department: Fire Civilians

- Administrative Assistant/Secretary

BILL NO. S-97-08-24 *(as amended)*

REPORT OF THE COMMITTEE ON FINANCE

DONALD J. SCHMIDT - JOHN N. CRAWFORD - CO-CHAIR
ALL COUNCIL MEMBERS

WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS
REFERRED AN (ORDINANCE) (~~RESOLUTION~~) fixing the salaries of all
members of the Division of Public Safety of the City of Fort Wayne,
Indiana for the year 1998

HAVE HAD SAID (ORDINANCE) (~~RESOLUTION~~) UNDER CONSIDERATION
AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID
(ORDINANCE) (~~RESOLUTION~~)

DO PASS

DO NOT PASS

ABSTAIN

NO REC

Donald Huffman
Robert B. K.
William J. H. H.
James P. H.
Rebecca L. H.
James W. H.
Dudley H.
John H.
Arthur R. Edwards

DATED: 9-18-97

Sandra E. Kennedy
City Clerk